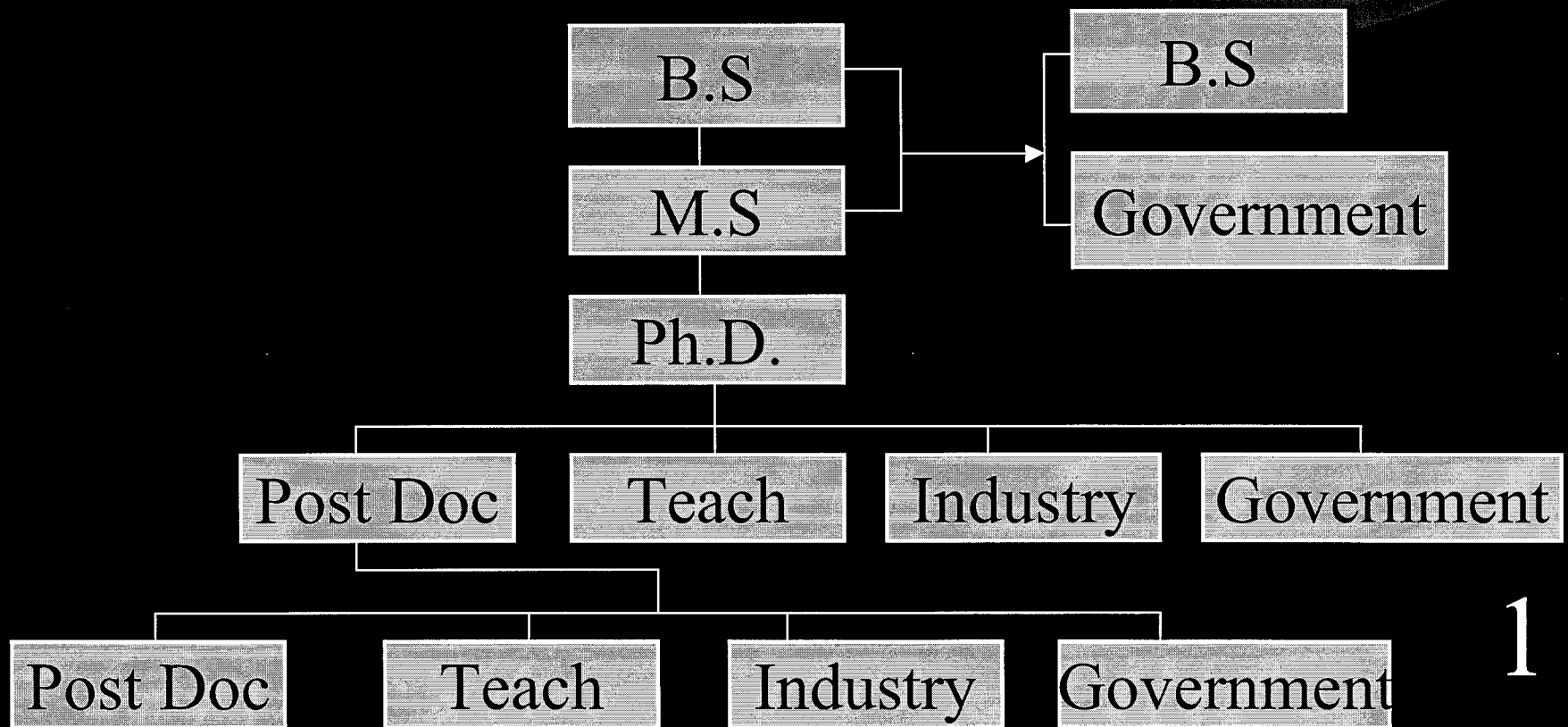


Success Strategies



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Potential Career Paths



Strategy: Build a Stable Foundation

- Choose work environment carefully
- Build and maintain support structures
- Try to limit number of restarts
- Remember NNUTS=> Nothing New Under the Sun
 - ✓ Failure modes tend to be institutionalized
 - ✓ Learn from your predecessors.
- Avoid “One-at-a-time” environments

Warning Signs of a Poor Match

- Is it a token position?
 - ✓ Job description maps into your weakness rather than strength.
 - ✓ Funds disappear shortly after being hired.
- Setup for failure.
- Wild Goose Chases:
 - ✓ Little or no access to resources.
 - ✓ Tasks don't tie into mainline organizational efforts.
- No relationship between work quality and rewards.
- Receive little visibility in organization relative to co-workers.

Typical Sources of Visibility

- Immediate boss or bosses
- Mentor with upward leading tendrils
- Cliques

Strategy: Achieve Visibility

- **External activities**
 - ✓ Professional organizations
 - ✓ Publications
 - ✓ Acquire control over funding
- **Internal activities**
 - ✓ Visibility with upper management
 - Understand reward metrics
 - Lay a paper trail
- **Try to avoid insecure bosses**

Parting Thoughts

- “If we stand tall, it is because we stand on the backs of those who came before us.” Yoruba Proverb
 - ✓ Don’t forget the ones who paved the way for you.
 - ✓ Listen and learn from their experiences.
- Your job is to do better than us.

SPACE TALES



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Six Phases of a Research Project

- I. Enthusiasm
- II. Disillusionment
- III. Perseverance
- IV. Panic
- V. Punishment of the Innocent
- VI. Praise and Honors for the Non-Participants

Enthusiasm (Motivation)



11/13/01

Disillusionment (Performance Goals)



1+ 1



2

Disillusionment (Performance Goals)



1 + 1



2

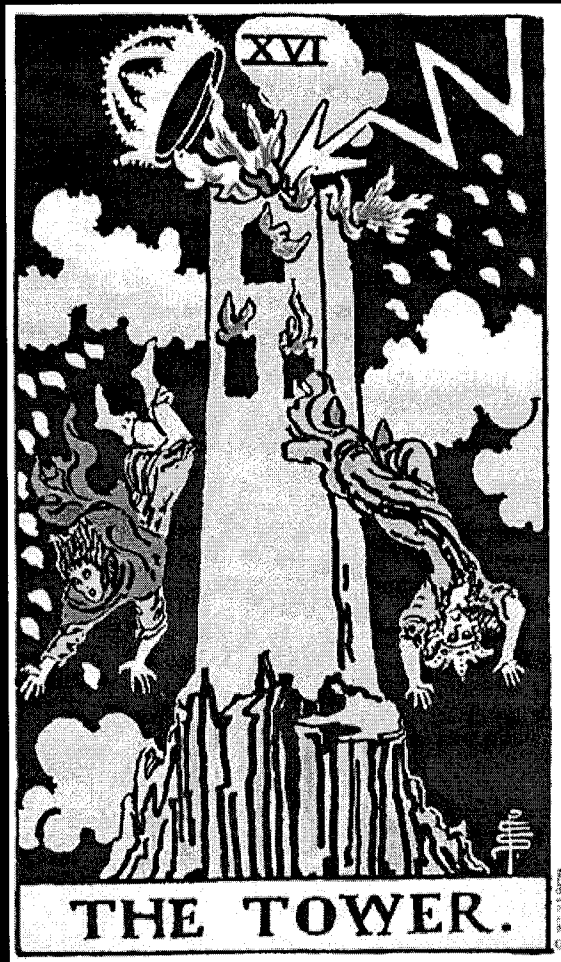
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Perseverance



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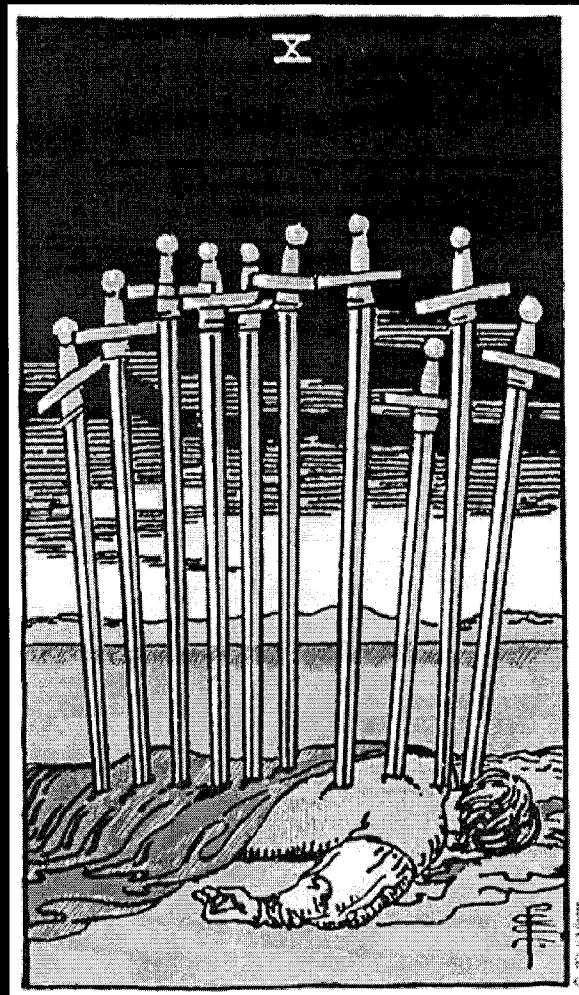
Panic



MURPHY'S LAW

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Punishment of the Innocent



11/13/01

Praise and Honors for the Non-Participants



Moral: ??